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15 February 1966

MEMORANDUM FOR: Executive Secretary,
Medical Career Board

SUBJECT: Medical Career Program

1. In reviewing the third draft regulation (24 Jan 66) of the Medical Career Program, two impressions are extracted which may be worthy of comment.
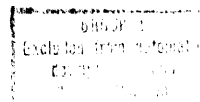
   a. One, the more often I read the draft, the more I am convinced that there is a definite need to amplify the stated role of the Board itself. I think the need is for a better conceptual delineation rather than an addition of duties. Also, it is my belief that these thoughts should be incorporated in the new issue of the Regulation rather than in a revised edition at a later date. I am sure you can develop suitable wording to reflect these thoughts, but maybe a preamble under paragraph 4a would suffice. For example:

   The Medical Career Board will:

      1. Concern itself with creating an atmosphere and a working environment conducive to the employee's productivity, efficiency, growth, morale, and well-being.

   I have no specific objections to the other items under 4a but possibly the addition of two other phrases might be useful; namely, that a member of the Board can request a review by the Board of any actions carried out by any of the Panels, and that the Board will periodically conduct surveys of the Career Service Program for the purpose of identifying needed improvements.

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GROUP 1
Excluded from automatic
downgrading and
declassification

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SUBJECT: Medical Career Program

        b. Two, I think it is essential to state
the basic criteria that qualifies an employee
for consideration by a particular Panel. This
may seem obvious at the present time, but I
suspect the lack of such criteria will pose
more problems as the complexity of medical
practices and services require a greater inter-
disciplinary approach in solving its problems.

       2. The writer concurs with all other aspects of
the proposed Regulation. As you know, I shall be unable
to attend the next meeting but will be happy to respond
to any questions you may have before I leave town on
13 February.

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Chief, Life Sciences Division
Scientific Intelligence

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